CLIMATE ASSESSMENT

Overview

- Purpose

- Planning

- Strategies

- Conducting

- Data Gather Methods

- Process

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Purpose

To provide the leadership a "picture" of a unit as it is perceived by members of the organization as it relates to race, gender, color, religion, national origin, and sexual harassment.

Definition

Climate Assessment is a viable element of the Army's EO Program. It allows commanders and subordinate leaders to collect and analyze information about the command and measure the impact of other unit climate factors.

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Key Elements

- Desired outcome

- Scope and sequence of events

- Resources and required time scheduled

- Action planning & intervention strategies

- Condition in which the assessment is conducted

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Factors Requiring Assessment

- Regulatory Requirement

- Command Directed

- Driven by Events

- Staff Assistance Visit (OIP)

- Monitoring Affirmative Actions

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Principles

- Be capable and competent

- Act on problems

- Don't only focus on what is perceived as wrong

- Treat perceptions as having real consequences

- Treat all EO problems with the same degree of sensitivity and sincerity

Principles Cont.

- Know the impact of what is said, seen, or done

- Be accessible to everyone

- Not all complaints can be substantiated

- Be aware of the environment of the unit

- Follow-up on allegations of discrimination

- Seek assistance from the EOA

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Planning

- Perceptions about command

- Current status of EO program

- Leaders effectiveness in EO

- Indicators of discrimination

- Indicators of sexual harassment

- Issues on EO training

- Comparison of commander's estimate to actual assessment

Strategies

- Model of Human Performance

- Begin at the top

- Focus on organization

- Use more than one technique

- Keep subordinate informed

- Use "KISS' principles

Conducting

- Administrative Procedures

- Contracting Outside Agencies

- Select gathering methods

Data Gathering Methods

- Surveys

- Interviews

- Focus Groups

- Reports

Surveys

- Advantages

- Disadvantages

Interviews

- Advantages

- Disadvantages

Focus Groups

- Advantages

- Disadvantages

Reports

- Advantages

- Disadvantages

Processing

- Meaningful data

- Reduce to specific areas

- Compare

- Do not rely on one source

Summary

- Purpose

- Planning

- Strategies

- Conducting

- Data Gather Methods

- Process